

**11th Annual Training Conference of the National Organization of Professional Black
Natural Resources Conservation Service Employees
(The Organization)**

December 1-5, 2003

**“Unlocking the Gateway to Natural Resources Through
Awareness, Knowledge, Leadership, and Service”**

Monday, December 1, 2003

8:00 a.m. to 4:30 p.m.	BEPM Training	Jefferson D & E
8:30 a.m. to 8:00 p.m.	Exhibits and Poster Setup	St. Louis East
10:00 a.m. to 12:00 a.m.	NRCS Chief’s Executive Leadership Meeting	Mississippi
1:00 p.m. to 7:00 p.m.	Registration	St. Louis East
1:00 p.m. to 5:00 p.m.	College/HR Fair	Exhibit Hall
4:00 p.m. to 6:00 p.m.	African American Advisory Council Employee Listening Form	Meramec
4:30 p.m. to 8:30 p.m.	Silent Auction	Shaw
4:30 p.m. to 7:00 p.m.	2004 Membership Drive	East Assembly Area
4:30 p.m. to 8:30 p.m.	The Organization Store	Chouteau
6:00 p.m. to 7:00 p.m.	<u>Committee Meetings</u>	<u>Conference Rooms</u>
	Awards	Lewis
	Budget	Jefferson A
	Communications	St. Louis West
	Constitution and By-Laws	Jefferson B
	Employee and Career Development	Jefferson C
	HBCU	Jefferson D
	Liaison	Jefferson E
	Urban	Jefferson F
	Ways and Means	Shaw
	Exhibits	Chouteau
	Membership	Clark

“Remember that no work is insignificant”
-Martin Luther King, Jr.-

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Monday, December 1, 2003

7:00 p.m. to 8:30 p.m.	<u>Regional Meetings</u>	<u>Conference Rooms</u>
	East	Jefferson A
	Midwest	Jefferson B
	Northern Plains	Jefferson C
	South Central	Jefferson D
	South East	Jefferson E
	West	Jefferson F
8:45 p.m. to 9:15 p.m.	Moderator’s Meeting	Lewis

Tuesday, December 2, 2003

6:00 a.m. to 7:15 a.m.	Continental Breakfast	Pre-Function Area
6:30 a.m. to 5:00 p.m.	Registration	St. Louis East
8:00 a.m. to 5:00 p.m.	College/HR Fair	Exhibit Hall
7:30 a.m. to 9:00 a.m.	Opening Ceremony & General Session I	Mississippi & Illinois
	Moderator: Doris Washington, Assistant for Strategic Planning Arkansas	
	Presentation of Colors	
	Charles Whitmore	Midwest Regional Conservationist, Wisconsin
	Terry Cosby	Assistant State Conservationist, Missouri
	William Hunt	President of The Organization, Minnesota
	Bruce Knight	Chief of NRCS, Washington, D.C.
	Rodney Crim	Director, St. Louis Development Corporation

“If people wish to speak to you, take the time to listen. Greet them with a smile and kind word.”
-Martin Luther King, Jr.-

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Tuesday, December 2, 2003

9:00 a.m. to 9:30 a.m.	Break	Pre-Function Area
9:30 a.m. to 11:45 a.m.	General Session I (Continue) Moderator: Diane Gray, Budget Officer, Michigan Welcome: Leadership of Employee and Professional Organizations Joe Cantu, National Association of RC&D Councils Herb Webb, American Indian/Alaska Native American Association for NRCS Pooh Vongkhamdy, Asian Pacific Islander Organization Pedro Ramos, Jr., National Organization of Professional Hispanic NRCS Employees Deborah Cavanaugh-Grant, Soil and Water Conservation Society Gary Mast, National Association of Conservation Districts Rich Baden, National Conservation District Employees Association Lincoln University Contributions Toward Minority Farmers Dr. David Henson President, Lincoln University, Missouri	Mississippi & Illinois
12:00 p.m. to 1:15 p.m.	Life Members Award Luncheon Moderator: Drenda Williams, Resource Conservationist, Missouri Invocation Steve Smith District Conservationist, Texas Life Members Presentation William Hunt President, Minnesota Doris Washington Membership Committee Chair, Arkansas	Missouri & Meramec

“Your legacy should be that you make it better than it was when you got it”
-Lee Iacocca-

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Tuesday, December 2, 2003

1:30 p.m. to	3:00 p.m.	Concurrent Training Sessions– (See information on pages 17-20 for classes)	
3:00 p.m. to	3:30 p.m..	Break	Pre-Function Area
3:30 p.m. to	5:00 p.m.	Concurrent Training Sessions (Continue)	
5:00 p.m. to	6:30 p.m.	Picture Session	TBA
5:00 p.m. to	7:00 p.m.	2004 Membership Drive	Pre-Function Area
5:00 p.m. to	8:30 p.m.	Silent Auction	Shaw
5:00 p.m. to	8:30 p.m.	The Organization Store	Chouteau
5:30 p.m. to	6:30 p.m.	Executive Board Meeting	President’s Suite
6:00 p.m. to	7:00 p.m.	Networking Session	Pre-Function Area

Wednesday, December 3, 2003

6:00 a.m. to	7:15 a.m.	Continental Breakfast	Pre-Function Area
7:00 a.m. to	12:00 p.m.	Registration	St. Louis East
7:30 a.m. to	9:00 a.m.	General Session II	Mississippi & Illinois

Moderator: Tomika Walker, Outreach Coordinator, Ohio

**Panel Discussion – Streamlining and Cost Saving Initiative &
Field Office Review and Restructuring Process**

Humberto Hernandez, Regional Conservationist, Texas

Gary Margheim, Special Assistant to the Chief, Washington, D.C.

Don Gohmert, State Conservationist, Louisiana

“Step forward and take on responsibility for key management issues”

-Martin Luther King, Jr.-

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7:30 a.m. to 9:00 a.m.	IT Convergence	Mississippi & Illinois
	Rich Roberts, USDA, OCIO, Washington, D.C.	
9:00 a.m. to 9:30 a.m.	Break	Pre-Function Area
9:30 a.m. to 11:00 a.m.	Concurrent Training Sessions – (See information on pages 17-20 for classes)	
11:00 a.m. to 11:45 a.m.	Exhibits/Poster Papers	Chouteau
12:00 p.m. to 1:15 p.m.	Small Farmers Award Luncheon	Missouri & Meramec
	Moderator: Charlie Williams, RC&D Coordinator, Arkansas	
	Invocation	
	Kirthell Roberts District Conservationist, Texas	
	Small Farmers Awards Presentation	
	Cecil Currin, State Conservationist, Massachusetts Awards Committee Chairperson	
1:30 p.m. to 3:00 p.m.	Concurrent Training Sessions	
3:00 p.m. to 3:30 p.m.	Break	Pre-Function Area
3:30 p.m. to 5:00 p.m.	Concurrent Training Sessions	
5:00 p.m. to 5:45 p.m.	2004 Membership Drive	Pre-Function Area
5:00 p.m. to 8:00 p.m.	Silent Auction	Shaw
5:00 p.m. to 8:30 p.m.	The Organization Store	Chouteau
5:15 p.m. to 5:45 p.m.	Executive Board Meeting	President’s Suite

“Life is 10 percent what happens to me and 90 percent how I react to it”
-Coach Lou Holtz-

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Wednesday, December 3, 2003

6:00 p.m. to 8:30 p.m. **Business Meeting** **Mississippi & Illinois**

Thursday, December 4, 2003

6:00 a.m. to 7:15 a.m. **Continental Breakfast** **Pre-Function Area**

7:30 a.m. to 9:00 a.m. **General Session III** **Mississippi & Illinois**

Moderator: Lisa Buckner, Soil Conservationist, Missouri

RC&D Underrepresented Task Force Report

James Ghent, Jr.
National Association of RC&D Councils

Streamlining Farm Bill Programs & Accountability

Dana York, Director
Operations Management & Oversight Division, Washington, D.C.

9:00 a.m. to 9:30 a.m. **Break** **Pre-Function Area**

9:30 a.m. to 11:00 a.m. Concurrent Training Sessions – (See information on pages 17-20 for classes)

11:00 a.m. to 11:45 a.m. Exhibits/Poster Papers **Chouteau**

12:00 p.m. to 1:15 p.m. **Luncheon** **Missouri & Meramec**

Moderator: Corey Farmer, District Conservationist, Arkansas

Invocation

Mozell Williams
District Conservationist, Arkansas

2007 Farm Bill

Craig Cox
Executive Director, SWCS, Iowa

“Set a precise timetable for action”

-Martin Luther King, Jr.-

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Thursday, December 4, 2003

1:30 p.m. to 3:00 p.m. Concurrent Training Sessions – (See information on pages 17-20 for classes)

3:00 p.m. to 3:30 p.m. **Break** **Pre-Function Area**

3:30 p.m. to 5:00 p.m. **General Session IV** **Mississippi & Illinois**

Moderator: Timothy A. Wilson, Assistant State Conservationist (FO), MN

Direct Charge

Debbie Curtis, Budget Analyst
Financial Management Division, Washington, D.C.

Training Session Close Out & Closing Comments

William Hunt
President, The Organization, Minnesota

5:00 p.m. to 5:30 p.m. **Silent Auction** **Shaw**

5:00 p.m. to 6:00 p.m. **The Organization Store** **Chouteau**

6:30 p.m. to 9:00 p.m. **Banquet** **Missouri & Meramec**

Moderator: Kevin Farmer, Engineer, Minnesota

Keynote Speaker

Thomas Weber
Associate Chief for NRCS, Washington, D.C.

9:00 p.m. **Social**

**Exhibits and Posters must be removed by 6:00 p.m.

Friday, December 5, 2003

9:00 a.m. to 2:30 p.m. Training Conference Evaluations & Wrap Up Executive Board

“Take the time to write thank-you notes to people who help you”
-Martin Luther King, Jr.-

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Concurrent Training Sessions Schedule and Room Information

Tuesday, December 2, 2003 1:30 p.m. to 3:00 p.m. (Afternoon)		
Course Title	Speaker	Room Location
ArcGIS Part A	Tommy Parham	Jefferson A
Homeland Security	Carlos Henning	Jefferson B
Effective Presentation	Al Wolfe	Jefferson C
CNMP	Robert Anderson, Dr. Burns	Jefferson D
Open Forum - Deputy Chiefs SPA and Management	Katherine Gugulis, P. Dwight Holman	Jefferson E
E-Government	Owen Unangst	Jefferson F
Outreach/Limited Resource/ Beginning Farmers	Willie Pittman	Lewis
Water Resources Technical Papers	Bill Boyd, Danny Goodwin, Dave Moffitt	Clark
Time Management (XP Outlook)	Jack Carlson Dan Stutzman	Field
Effective Listening	Jill Butler	Laclede

Tuesday, December 2, 2003 3:30 p.m. to 5:00 p.m. (Afternoon)		
Course Title	Speaker	Room Location
ArcGIS Part B	Tommy Parham	Jefferson A
Conservation Information System	Ken Tootle	Jefferson B
Effective Presentation	Al Wolfe	Jefferson C
Ethics Training	Caryl Butcher	Jefferson D
Conservation Planning Certification Process	David McKay	Jefferson E
E-Government	Owen Onangst	Jefferson F
Leadership Skills Forum	K. Brown, R. Trevino, L. Jordan, J. Ford	Lewis
Networking Skills	Stacia Robinson	Clark
Open Forum – Deputy Chief For Programs	Jose Acevedo	Field
Flexible Spending Account	Karen Little	Laclede

“Leadership is more inspiration than administration.”
 - Martin Luther King, Jr.-

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Wednesday, December 3, 2003 9:30 a.m. to 11:00 a.m. (Morning)		
Course Title	Speaker	Room Location
Homeland Security	Carlos Henning	Jefferson A
Conservation Information Systems	Ken Tootle	Jefferson B
CNMP's	Robert Anderson Dr. Burns	Jefferson C
Federal Grants and Cooperative Agreements	Ed Biggers	Jefferson D
Management Tools for the Future	Dana York	Jefferson E
Networking Skills	Stacia Robinson	Jefferson F
Open Forum – Deputy Chiefs Science & Technology & Soil Survey	Larry Clark Maury Mausbach	Lewis
Conservation Security Program	David McKay	Clark
A Diverse View- Field Office Customer Service	Gwyn Gitten	Field
Time Management (XP Outlook)	Jack Carlson Dan Stutzman	Laclede

Wednesday, December 3, 2003 1:30 p.m. to 3:00 p.m. (Afternoon)		
Course Title	Speaker	Room Location
Federal Grants and Cooperative Agreements	Ed Biggers	Jefferson A
Executive Briefing	Larry Butler	Jefferson B
Financial Planning	Lillyvette Montalvo	Jefferson C
SmarTech Program	Phil Smith	Jefferson D
E-Directives Management System	Phyllis Williams	Jefferson E
GPS/Digital Camera Part A	Parham Staff Member	Jefferson F
Conservation Effect Assessment Project (CEAP)	Maury Mausbach	Lewis
Leadership Skills Forum	D. Dominick, R. Jones L. Wood, H. Hernandez	Clark
Retirement System (CSRS)	Rodney Hyatt	Field
Retirement System (FERS)	Aubrey Ash, Regina Michalson	Laclede

“You have no alternative but to keep moving with determination.”**-Martin Luther King, Jr.”**

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Wednesday, December 3, 2003 3:30 p.m. to 5:00 p.m. (Afternoon)		
Course Title	Speaker	Room Location
Management Tools for the Future	Dana York	Jefferson A
Skills Information Management System	Diane Anderson	Jefferson B
Mind Mapping	Donna Taylor	Jefferson C
All In The Family	Samuel Bass	Jefferson D
A Diverse View – Field Office Customer Service	Gwyn Gitten	Jefferson E
Effective Listening	Jill Butler	Jefferson F
Parliamentary Procedures	Iowa Chapter	Lewis
Unconscious Discrimination	Kathie Starkweather	Clark
Retirement System (CSRS)	Rodney Hyatt	Field
Retirement System (FERS)	Aubrey Ash, Regina Michalson	Laclede

Thursday, December 4, 2003 9:30 a.m. to 11:00 a.m. (Morning)		
Course Title	Speaker	Room Location
All In The Family	Samuel Bass	Jefferson A
Financial Planning	Lillyvette Montalvo	Jefferson B
Mind Mapping	Donna Taylor	Jefferson C
Parliamentary Procedures	Iowa Chapter	Jefferson D
Protracts (New Contracting Mechanism”)	Terry Schmid	Jefferson E
Employee Relocation	Mildred Watkins	Jefferson F
Integrated Acquisition System	Ed Biggers	Lewis
Skills Information Management System (SIMS)	Diane Anderson	Clark
Rhythms of Life	Ron Gross	Field
Unconscious Discrimination	Kathie Starkweather	Laclede

“The best way to solve any problem is to remove the cause.”
-Martin Luther King, Jr.”

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Thursday, December 4, 2003 1:30 p.m. to 3:00 p.m. (Afternoon)		
Course Title	Speaker	Room Location
Executive Briefing	Larry Butler	Jefferson A
Employee Relocation	Mildred Watkins	Jefferson B
Protracts (“New Contracting Mechanism”)	Terry Schmid	Jefferson C
E-FOTG		Jefferson D
Ethics Training	Caryl Butcher	Jefferson E
Rhythms of Life	Ron Gross	Jefferson F
GPS/Digital Cameras Part B	Tommy Parham Staff Member	Lewis
Integrated Acquisition System	Ed Biggers	Clark
Sexual Harassment Awareness Training	Barbara Compton	Field
Writing KSA’s & Resume Writing	Bill Barber	Laclede

“Clearly state your goals and remember that the simplest approach will prove to be the most effective.”
-Martin Luther King, Jr.-